

87-2602

7 JUL 1987

MEMORANDUM FOR: Director, Intelligence Community Staff  
Director, National Intelligence Emergency Support Office  
Chairman, National Intelligence Council  
General Counsel  
Comptroller  
Director of Congressional Affairs  
Director of Public Affairs  
Inspector General

FROM: Executive Director

SUBJECT: Draft Proposal on a New Pay Personnel Management and Benefits System for CIA

25X1 1. Attached is a copy of the draft proposal on a new personnel management and compensation system pulled together by [ ] Human Resource Task Force. In my transmittal memo to the Deputy Directors, I asked that they consult as widely as possible with their employees on the proposal and get their Directorates' views and comments back to me and their Task Force representatives by about 1 September. I would like each of you to do the same, focusing primarily on the reactions of E-careerists in your components.

25X1 2. The Executive Summary of the report and System Summary is being distributed to all employees; the more detailed System Design (Chapter 2) will be sent to you or your administrative officer in enough copies to make it available to all your supervisors. Once copies have been distributed, you might ask your first-line supervisors to gather the reactions of their people, collate their comments, and forward them on to the next level, and so on, until you have a set of opinions from your component as a whole which can be forwarded to me and [ ] your Task Force representative.

25X1 3. I would like each of you to appoint someone from your component to serve as a focal point for questions and for collating responses. This person can also serve as a facilitator, assisting in the development of responses and acting as a sounding board for new ideas. I have attached a list of officers from the DCI area who have participated in one way or another in the development of the proposed system; you may want to use one of them as the focal point. Please submit the name of your nominee to [ ] EA/EXDIR, [ ] by 13 July 1987; he will arrange for a system briefing and the distribution of additional background material for your focal point officers (and anyone else you desire) in early July. The complete Task Force report (Executive Summary, System Summary, and System Design) should be read by each focal point officer and supervisor before they begin to gather employee reactions.

UNCLASSIFIED when separated  
from Attachment A

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DCI  
EXEC  
REG

P-108-1R

25X1 4. Feel free to raise questions with me, [redacted] the Task  
Force chairman, as you move along. Anyone who wants should also feel free  
to submit comments directly to any of these three people for consideration  
by me or the Task Force.

25X1

Attachments:

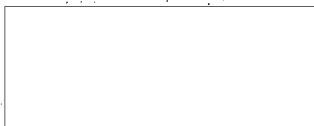
- A. List of Participating Officers
- B. Task Force Report

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DCI AREA OFFICERS WHO HAVE BEEN INVOLVED IN CONSIDERATION  
OF THE PROPOSED PERSONNEL MANAGEMENT, COMPENSATION  
AND BENEFITS SYSTEM

COMPROLLER

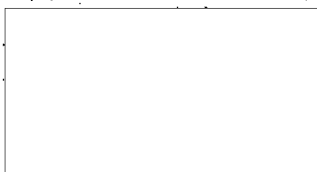
25X1



Friday Working Group  
Friday Working Group  
Friday Working Group

OGC

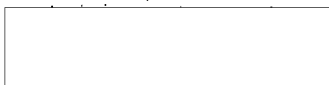
25X1



Total Compensation Team  
Friday Working Group  
Friday Working Group  
Friday Working Group

OCA

25X1



Friday Working Group  
Friday Working Group

NIC

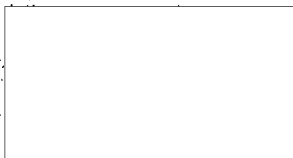
25X1



Focus Group on Benefits  
Focus Group on Benefits

OIG

25X1



Focus Group on Benefits  
Focus Group on Benefits  
Focus Group on Benefits

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**SUBJECT: Draft Proposal on a New Pay Personnel Management and Benefits  
System for CIA**

**Distribution:**

- 1 - Each addressee
- 1 - ER
- 2 - O/ExDir

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